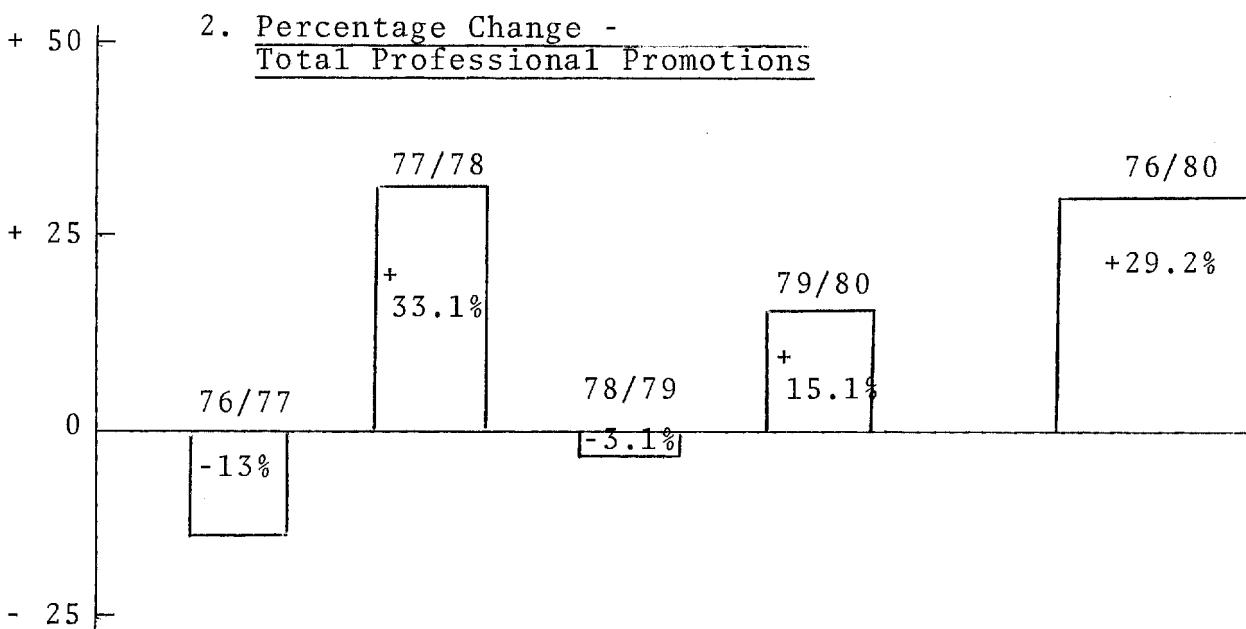
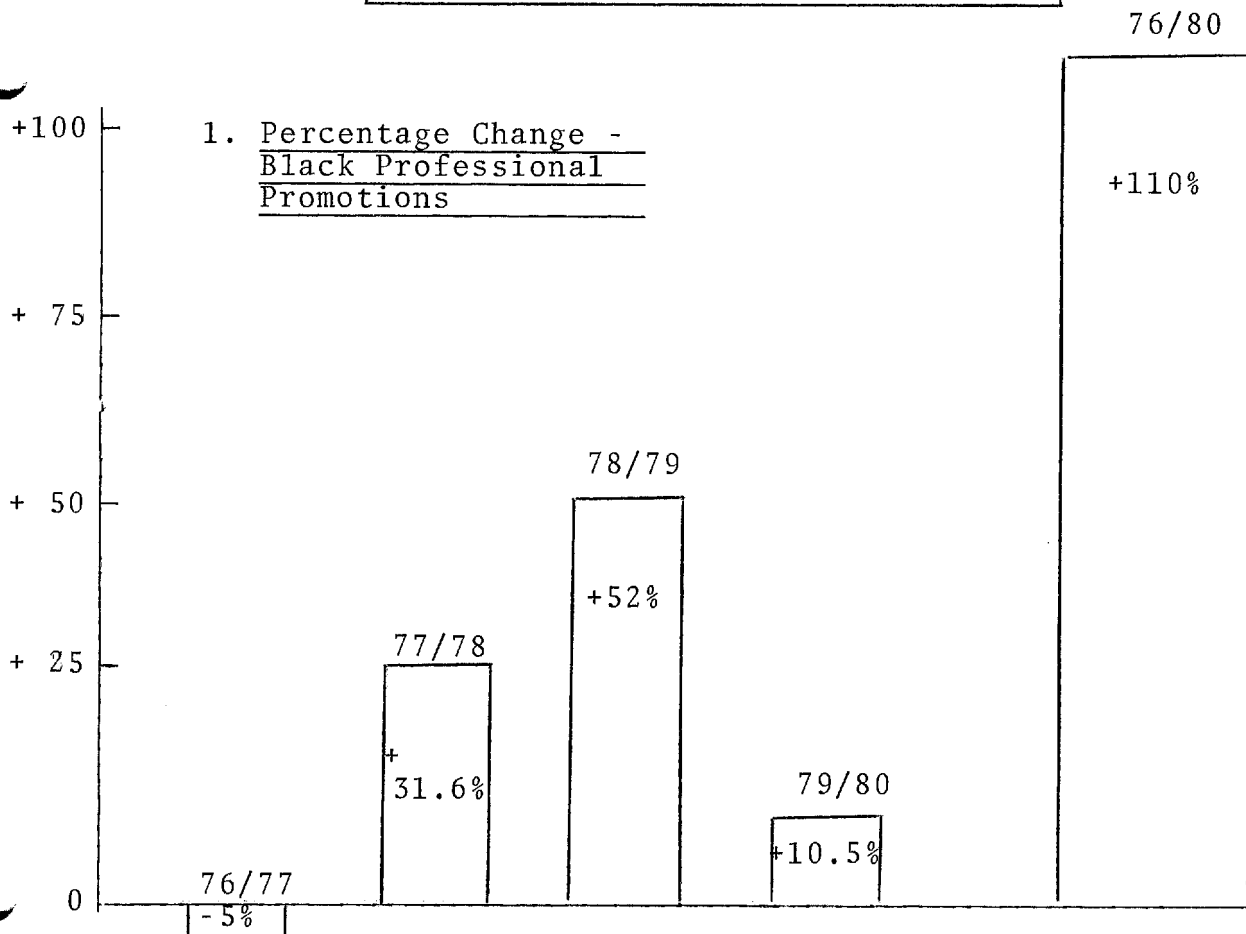


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PERCENTAGE CHANGE BY FISCAL YEAR
 BLACK PROFESSIONAL PROMOTIONS VS.
 TOTAL PROFESSIONAL PROMOTIONS



3. Black Professional Promotions as Percentage of Total Professional Promotions

FY-76 = 4% FY-77 = 4.4% FY-78 = 4.3%
 FY-79 = 6.8% FY-80 = 6.6%

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FIGURE 10